

# CIVIL RIGHTS ON DECK



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## Feedback Forum

Dear [CRD]... I wanted to take a moment to let you know how much I enjoy reading your publication each time it's issued. Your topics are interesting and relevant, they are appropriately brief and get right to the point, and your articles and their "tone" make me feel the USCG is a consolidated team. Finally, the pictures, colors, (and) graphics you use always add visual interest. Kudos on the great job you do within the program and on your enjoyable and informative publication!

— Chrystal R. Young, Director, Complaints Management and Adjudication Section, Office for Civil Rights and Civil Liberties, DHS

Do you have newsletter feedback for us? If so, please let us hear it!

Email [CRDRF@uscg.mil](mailto:CRDRF@uscg.mil).

## CIVIL RIGHTS DIRECTORATE

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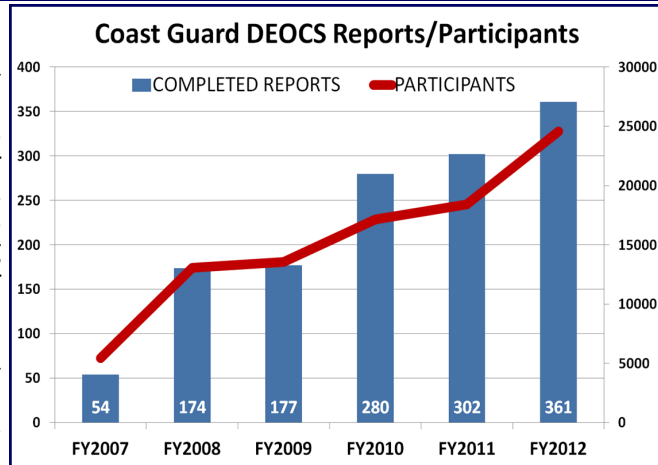
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Ms. Emily Harcum,  
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## DEOCS Back Online!

The Defense Equal Opportunity Management Institute's Organizational Climate Survey, better known as the DEOCS, is back online after being inoperable for several months. The DEOCS is a unit commander's tool designed to assess unit climate. It is required upon taking command, and annually thereafter for units with more than 25 personnel (see ALCOAST 355/12). During the compliance period of FY12, the number of participants was about 25% higher than in FY11, representing more than 24,500 surveys in a record number of 361 reports.

Through DEOCS, unit personnel can anonymously express their opinions to their unit commander about the unit's equal employment opportunity and human relations climate, which show commanders what is working well and where there is room for improvement. A positive command climate helps to increase unit readiness, safety, communications, and mission execution. The survey typically takes less than 20 minutes to complete; in this short amount of time, unit leaders could gain valuable insight into unit operations and readiness. For more info, contact your local [Civil Rights Service Provider](#) or see [www.deocs.net](http://www.deocs.net). Submitted by Mr. James Ellison



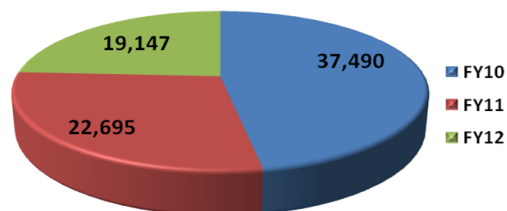
## Sexual Assault Awareness Month

On April 3rd, CG personnel at the Defense Equal Opportunity Management Institute (DEOMI) were among members service-wide who wore Service Dress Blues in support of Sexual Assault Awareness Month. Navy personnel also participated in this CG tradition, which raises awareness of how sexual assault impacts service members and mission readiness. **Pictured (L to R):** ETC Mark Allen (CG), GSEC Jerry Crispin, ABHC Stephanie Seymour, DCC Bryan Teague (CG), HMC Nekeia Borders, YNC Jeff Garaux, CTCS William Quina, MKC Clifford Morton (CG), and ITC Donald Hunt. Submitted by DCC Bryan Teague



## Civil Rights Awareness Training: Stay Informed and Compliant

Number of Individuals who Received Face-to-Face Training



Did you know that the Civil Rights Directorate (CRD) provides Civil Rights Awareness (CRA) training to CG members around the globe? During the last year, more than 19,000 CG members received CRA training. In-person facilitated training is essential, and contributes to the CG's low complaint rate (0.1%) that is well below the federal average (0.53%). CRA training offers an opportunity for CG members to interactively share experiences, while

learning their rights and responsibilities. Additionally, it equips CG leaders with the necessary tools to proactively improve command climate; which supports one of five CRD goals: *Conduct activities which help CG Commanding Officers to foster civil rights leadership.* Finally, face-to-face CRA training results in well-informed CG members who know their rights, but also understand the responsibility of supporting civil rights by following the CG's Core Values: Honor, Respect, and Devotion to Duty. CRA training is required triennially. To obtain a CRA training schedule, contact your local [Civil Rights Service Provider](#) at (888) 992-7387. Submitted by Mr. Brad Shaff

**May is Asian Pacific American Heritage Month: "Striving for Excellence in Leadership, Diversity, and Inclusion!"**





◀ **AIRSTA Savannah:** Partnership In Education (PIE) initiatives educate and engage students, while featuring the CG's "Three Anchors" - Proficiency in Craft, Proficiency in Leadership, and

Disciplined Initiative. Exceeding these expectations, Air Station Savannah hosted female 5th and 6th grade students from Montgomery County District Schools. The group received a command-level briefing on the operations of AIRSTA Savannah given by LTJG Katherine O'Konski and LT Kelly Winslow, a tour of the facility, and a hands-on introduction to the Dolphin helicopter led by LT Alex Drake. Thanks to all who helped make this event both engaging and educating! **Pictured:** Students and trip chaperones during their helicopter tour. Submitted by LT Caleb James



▲ **PATFORSWA:** More than 20 members of Patrol Forces Southwest Asia (PATFORSWA) adopted 3rd-5th grade classrooms during the 2012-13 school year as part of the Bahrain Department of Defense Dependents' (DoDD) Adopt-A-Classroom initiative. The DoDD school educates approximately 450 students from over 40 countries. Bravo-Zulu to PATFORSWA's Leadership Diversity Advisory Council (LDAC) for promoting volunteerism in this Partnership in Education (PIE) program. Clearly, the partnership enriched students' lives and classroom experience, and was enjoyed by both students and volunteers.

**Pictured above:** CMC Mark Pearson, PATFORSWA, reading to 4th graders. Submitted by Ms. Laura Gooch and LT Staci Brown, CO, CGC AQUIDNECK



► **CG Academy:** In early April, Coast Guard Commandant, Admiral Robert J. Papp (pictured to the left), engaged with students from Bennie Dover Middle School, one of the Coast Guard Academy's (CGA) Partnership in Education (PIE) schools, which are sponsored by the Office of Inclusion and Diversity. During his visit to the CGA in New London, CT, ADM Papp shared some of his unique experiences in the service with students,

and made a presentation about CG heroes. The partnership with New London Public Schools is another tie strengthening the relationship between the city, the Academy, and the CG, and furthers efforts making southeastern Connecticut a hub of instruction and development in Science, Technology, Engineering, and Mathematics (STEM). Submitted by Mr. Andrew Duffield, PIE Coordinator, CG Academy



**PIE and Sequestration:** Following the release of ALCOAST 099/13, questions arose about how sequestration will impact CG's Partnership in Education (PIE) programs. Notably, the most frequently reported PIE



activities are mentoring and tutoring, neither of which have a monetary cost, but are invaluable to students who need the academic and emotional support provided by CG volunteers. While there will be limited use of CG assets to conduct underway trips or fly-overs, PIE coordinators and volunteers should continue working closely with teachers to create innovative and relevant educational experiences. Stay the course with ADM Papp's guiding principle, Strengthening Our Partnerships, and remember that time is the most important asset shared with students and educators! Submitted by Ms. Gwen White



## Coast Guard Showcases Commitment to Equal Opportunity

Recently, the New Orleans CRD staff enlisted three officers (CDR William Watson, Commanding Officer, Marine Safety Unit, Lake Charles, Louisiana; LCDR Benjamin Fleming, Executive Officer, Naval Engineering Support Unit (NESU) New Orleans; and LT Niya Williams, Chief, Investigations Division, Marine Safety Unit, Baton Rouge, LA,) to represent the Coast Guard at a Xavier University Career Fair. The event, held at the Louisiana Superdome in New Orleans, allowed these CG representatives to provide information and insight to interested Xavier students about the Coast Guard's commitment to equal opportunity and equal employment opportunity as well as its numerous recruitment initiatives, programs, and civilian job opportunities. Patrons were provided informational DVDs, pamphlets, brochures and an onsite opportunity to view current CG civilian job opportunities. **Pictured:** LT Williams speaks with an interested Xavier student. Submitted by Mr. Vesone Dean